

PAY DIFFERENTIAL 206
EQUITY PAY – EMPLOYEES RETURNED FROM CEA POSITIONS TO CIVIL
SERVICE POSITIONS WITH NO REDUCTION IN LEVELS OF DUTIES
EXCLUDED EMPLOYEES

Established: 03/01/00

Revised: 05/01/00, 08/31/00

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT*
Managerial Designated Classes	Various	All M CBIDs	California Highway Patrol Department of Justice Department of Transportation

RATE	EARNINGS ID
4.87% California Highway Patrol	8EQ
5% Department of Justice	8EQ1
2.46% Department of Transportation	8EQ2

CRITERIA
<ul style="list-style-type: none"> This equity pay differential will be permissive on the part of the appointing power, and must be preapproved by DPA. The pay differential will be in lieu of the red circle pay provided by DPA Rule 599.988. The movement of the employee from the CEA class to a civil service class must be the result of the State Personnel Board's (SPB) decision that the employee's position does not, or positions performing the same levels of duties and responsibilities do not, meet the CEA category criteria as the SPB is currently interpreting them. The employee must continue to perform the same duties performed as a CEA; or The employee is moving from a CEA position to a position removed from the CEA category as the result of an SPB determination and DPA has determined that 1) the movement is in the best interest of the State; 2) the new position involves at least the same level of duties and responsibilities as the employee's current CEA position; and 3) there is no better alternative for dealing appropriately with State and employee interests. Eligibility for the differential does not depend upon an employee's amount of State service. The differential shall continue until the employee moves to a position not eligible for the differential.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

* Departments may be added when a position is identified and approved by the Department of Personnel Administration.